

LABOUR DEPARTMENT

The 18th September, 1968

No. S.O. 109/C.A./XI/48/S.5/68.—In exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Haryana, after considering the advice of the Committee appointed under clause (a) of sub-section (1) of the said section, hereby revises with effect from the date of publication of this notification, the minimum rates of wages (all inclusive) fixed and revised,—*vide* erstwhile Punjab Government notifications, No. 1704-S-Lab-57/3265, dated the 28th February, 1957 and No. SO-345/CA/XI/48/S.5/64/33693, dated the 30th September, 1964, in respect of the employment in Private Printing Presses, and to fix the minimum rates of wages (all inclusive) in respect of the workers for whom no wages were previously fixed under the said notifications, as follows:—

Serial No.	Categories of employees	All inclusive minimum rates of wages per mensem
I. Unskilled		
1. Peon	..	
2. Daftri (Adult) (Adolescent)	..	
3. Sweeper	..	
4. Packer	..	
5. Mazdoor	..	
6. Machine Driver (Hand)	..	
7. Plate Cutter	..	
8. Paper Lifter	..	
9. Kalkash	..	
10. Helper to Machineman	..	
11. Chowkidar	..	
12. Any other unskilled employees	..	
II. Semi-skilled		
1. Paperman	..	
2. Kacha Binder	..	
3. Distributor	..	
4. Grindingman	..	
5. Grainer	..	
6. Paper Cutter	..	
7. Copyholder	..	
8. Paper Feeder	..	
9. Inkerman	..	
10. Assistant Distributor	..	
11. Assistant Machineman	..	
12. Assistant Sangsaz	..	
III. Skilled		
1. Pressman	..	
2. Machineman	..	
3. Compositor	..	
4. Operator Lino/Mono	..	
5. Die Printer	..	
6. Carpenter	..	
7. Checker (Proof Reader)	..	
8. Artist	..	
9. Block Printer (Exposer)	..	
10. Block Maker	..	
11. Die Stamper	..	
12. Designer	..	
13. Proofman	..	
14. Pucca Binder	..	
15. Etcher	..	
16. Caster Lino/Mono	..	
17. Plate Printer	..	
18. Proof Reader	..	
19. Electrician	..	
20. Toucher	..	
21. Blacksmith	..	
22. Katib Grade II	..	Rs 130.00 per month
23. Sangsaz Grade I	..	Rs 140.00 per month

Serial No.	Categories of employees	All inclusive minimum rates of wages per mensem
IV. Highly Skilled		
1. Offset Machineman Grade I	..	Rs 250.00 per month
2. Offset Machineman Grade II (with 3 years diploma course in printing technology)	..	Rs 175.00 per month
V. Technical Supervisory Staff		
1. Machine Room Supervisor	..	Rs 175.00 per month
2. Foreman	..	
VI. Clerical Staff		
1. Clerks (Non-Matric)	..	Rs 115.00 per month
2. Time-keeper, Storeskeeper Salesman and Clerks (Matric)	..	Rs 125.00 per month
3. Clerks (Graduate)	..	Rs 140.00 per month
VII. Apprentices		

They shall be paid remuneration as fixed by the Apprenticeship Adviser, Department of Industries, Haryana.

VIII. Learners

Rs 60.00 for first six months, Rs 75.00 for next six months and Rs 90.00 for the next six months and thereafter they will cease to be called Learners.

Note :—Differentiation between unskilled, semi-skilled, skilled and highly skilled employees shall be done by the employer on the basis of individual's level of skill and experience, performance-cum-output both qualitative and quantitative.

The 14th November, 1968

No. S.O. 110/CA/XI/48/S.5/68.—In exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act XI of 1948), the Governor of Haryana, after considering the advice of the committee appointed under clause (a) of sub-section (1) of the said section, hereby fixes the minimum rates of wages (all inclusive) with effect from the date of publication of this notification, in respect of the employment in the categories of Shops and Commercial Establishment of—

- (i) Grocers and Karyana merchants ;
- (ii) General merchants ;
- (iii) Cloth merchants ;
- (iv) Commission agents, bankers or grain dealers ;
- (v) Furniture dealers or manufacturers ;
- (vi) Hotels, restaurants or tea stalls ; and
- (vii) Halwais ;

In the State of Haryana, which was added to part I of the Schedule to the Minimum Wages Act, 1948, vide erstwhile Punjab Government notification No. S.O. 289/CA/11/68/Sec. 27/64, dated 28th July, 1964, as follows :—

Serial No.	Categories of employees	All inclusive minimum rates of wages
(i) Grocers and Karyana merchants		
	(ii) General merchants	
	(iii) Cloth merchants	
	(iv) Commission agents, bankers or grain dealers	
1	Helpers	Un-skilled .. Rs 90.00 per month

Serial No.	Categories of employees	All inclusive minimum rates of wages
Semi-skilled		
1	Salesman Grade II	.. Rs 120.00 per month
Skilled		
1	Salesman (Grade I)	.. Rs 150.00 per month
2	Muneem (Grade II)	.. Rs 125.00 per month
3	Muneem (Grade I)	.. Rs 150.00 per month
Highly-skilled		
1	Manager	.. Rs 200.00 per month
Clerical		
1	Muneem/Clerk (Under Matric)	.. Rs 105.00 per month
2	Muneem Clerk (Matric)	.. Rs 115.00 per month
3	Weighing Clerk (Under Matric)	.. Rs 105.00 per month
4	Weighing Clerk (Matric)	.. Rs 115.00 per month
<i>(Note.—Rates for Tolas and Paledars are fixed by measure of weights by the Mark Committee.)</i>		
(V) Furniture dealers or manufacturers		
Unskilled		
1	Carpenter helper	
	(i) First six months	.. Rs 100.00 per month or Rs 4.00 per day
	(ii) Next six months	.. Rs 115.00 per month or Rs 4.50 per day
<i>(Whereafter he will get wages as fixed under semi-skilled category)</i>		
2	Painters and Polishers (Learners)—	
	(i) First six months	.. Rs 70.00 per month or Rs 3.00 per day
	(ii) Next six months	.. Rs 90.00 per month or Rs 4.00 per day
Semi-skilled		
1	Carpenter	.. Rs 125.00 per month or Rs 5.00 per day
2	Painters and Polishers	.. Rs 110.00 per month or Rs 5.00 per day
Skilled		
1	Carpenter	.. Rs 175.00 per month or Rs 7.00 per day
2	Painters/Polishers	.. Rs 160.00 per month or Rs 7.00 per day
Highly-skilled		
1	Carpenter	.. Rs 225.00 per month or Rs 9.00 per day

Note. —Caneman and Upholsters are paid on piece-rate basis, to be settled mutually, and rates on daily or monthly basis are fixed.

Serial No.	Categories of employees	All inclusive minimum rates of wages
Clerical		
1	Clerks	Rs 105.00 per month
	(vi) Hotels, restaurants or tea stalls	
	(vii) Halwais	
	Unskilled	
1	Helpers and Cleaners	Rs 70.00 plus Rs 35.00=Rs 105.00 per month
	(New comer for one month on trial)	Rs 50.00 plus Rs 35.00=Rs 85.00 per month
2	Karigar, Learners—	
	(i) First six months	Rs 60.00 plus Rs 35.00=Rs 95.00 per month
	(ii) Next six months	Rs 70.00 plus Rs 35.00=Rs 105.00 per month
	Semi-skilled	
1	Karigar Grade II, Cook/Tandooria Grade II	Rs 90.00 plus Rs 35.00=Rs 125.00 per month
	Skilled	
1	Karigar Cook Grade II, Tandooria Grade I	Rs 110.00 plus Rs 35.00=Rs 175.00 per month
	Highly-skilled	
1	Karigar Grade I	Rs 170.00 plus Rs 35.00=Rs 205.00 per month
Clerical Staff		
1	Clerk/Muneem (under matric)	Rs 85.00 plus Rs 35.00=Rs 120.00 per month
2	Clerk/Muneem (Matric)	Rs 95.00 plus Rs 35.00=Rs 130.00 per month

(Notes :—(1) The employees are to be paid Rs 20.00 less in lieu of the income from tips in units where this system prevails.

(2) Rs 35.00 above represents cash equivalent of two meals and tea etc. wherever it is provided to the worker as part of wages under conditions of services.

The 15th November, 1968

No. 10342-ASONI-Lab-68/28515.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947, the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Chandigarh, in respect of the dispute between the workmen and the management of M/S Dalmia Dadri Cement Ltd., Charkhi Dadri.

BEFORE SHRI K. L. GOSAIN, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, HARYANA,
CHANDIGARH

REFERENCE NO. 98 OF 1967

between

THE WORKMEN AND THE MANAGEMENT OF M/S DALMIA DADRI CEMENT LTD.,
CHARKHI DADRI

Present.—

Shri V. Kaushik and Dr. Anand Parkash, for the management
Shri Jit Ram and Shri Bhim Sain, for the workmen.

AWARD

A trade union called Mazdoor Ekta Samiti, Charkhi Dadri served a demand notice on the management of M/S Dilmia Cement Ltd., Charkhi Dadri calling upon them to make certain workmen permanent whose names were specified by them in the said notice. The said demand having not been met and the conciliation proceedings with regard to the same having presumably failed, the industrial dispute arising out of the same was referred to this Tribunal by the Government of Haryana under clause (d) of sub-section 1 of section 10 of the Industrial Disputes Act, 1947,—*vide* their notification No. 471-SF-111-Lab-67/29317, dated 7th October, 1967. The only item of dispute which is mentioned in the aforesaid notification is as under:—

“Whether the workmen mentioned in the appendix should be made permanent? If so, from which date and with what details?”

On receipt of the reference usual notices were issued to the parties and in response to the same the workmen filed their statement of claims and the management filed their written statement to the same. The pleadings of the parties gave rise to the six issues which were framed by me on the 17th February, 1968, and which are as under:—

1. What effect if any have the award of the Labour Court, Rohtak in reference No. 81 of 1964 as mentioned in paragraph 1 of the preliminary objections and awards of this tribunal mentioned in paragraph 2 of the preliminary objections got over the present case and cannot the demands covered by item No. 1 be adjudicated because of the said award?
2. Are the workmen mentioned at S. Nos. 21 and 23 in the list not in the service of the management?
3. Cannot the case of workmen mentioned at S. Nos. 12, 14, 19, 20, and 22 be adjudicated because of the alleged settlement dated 9th September, 1963 and 10th September, 1963 and what effect, if any have the said settlements got over the present case?
4. Have the workmen mentioned at S. Nos. 6, 10, and 15 been recognised as temporary workmen and cannot they ask for being made as permanent?
5. Are the workmen mentioned at S. Nos. 13 and 16 were badli workers? If so, can they ask for being made permanent?
6. Whether the workmen mentioned in the appendix should be made permanent? If so, from which date and with what details?.

Issue No. 1 was tried as a preliminary issue and was decided by me against the management on 19th April, 1968. Parties were then called upon to lead their evidence with respect to issues Nos. 2 to 6 and they led it on affidavits. On the conclusion of the evidence the representatives of the parties addressed their arguments to me. During the course of arguments both the parties admitted several important facts and thus reduced the controversy between them to a great extent. The claim of the trade union initially was that 23 workmen whose names are mentioned in the appendix to the reference should be made permanent. It is an admitted fact that in this concern about 200 workmen were originally retained on a list which was styled as the list of the casual workmen. It is also an admitted fact that almost all of them were employed on every day for several years. There are some 3 or 4 trade unions of the workmen of this concern. Demands were raised previously by some unions that some of the casual workmen whose names were mentioned by them should be made permanent. Evidently the demand of each union related to the workmen who were at that time the members of that particular union. One such demand formed the subject-matter of reference No. 45 of 1964 and two others formed the subject matters of references Nos. 88 of 1965 and 92 of 1967. References Nos. 45 and 38 were tried together and a joint award was given in them which was published in the official gazette dated 5th September, 1967. The award in reference No. 92 was made on the 28th June, 1968 and was published in the official gazette dated 23rd July, 1968. In all the aforesaid cases I directed that only those workmen who were on the list of the casual workmen and who were also drawing wages at a higher scale and in accordance with the recommendations of the Wage Board may be made permanent. The demands of the other workmen were dismissed by me excepting for some semi-skilled workmen who were working in the concern for several years and who were also directed by me to be made permanent. During the course of the arguments in this case both the parties relied on my awards in the aforesaid three cases. Both parties admitted that the workmen whose names were mentioned at serial Nos. 4, 6, 12, 14, 19 and 20 of the appendix to the present reference were those who were on the list of casual workmen and who were also getting wages in accordance with the recommendations of the Wage Board. The said appendix was marked by me as Ex. 'X'. The workmen admitted that barring the six workmen mentioned above and Giasi Ram and Chander Singh, no other workmen mentioned in the appendix Ex. 'X' was entitled to be made permanent. The management admitted that the cases of the 6 persons whose numbers have been mentioned above stood at par with the cases of those unskilled casual workmen who had been made permanent by means of the three awards in the references mentioned above. It was also admitted by the management that Giasi Ram has been working in the concern as a blacksmith since 10th June, 1964 and Shri Chander Singh has been working as a carpenter since 1st January, 1964. It was not denied by the management that both of them were semi-skilled persons and the previous settlements did not affect their rights. There is no reason why these two persons should not be made permanent along with the six whose numbers have been given above. Similar persons were ordered to be made permanent in the previous references. For the reasons given in my previous awards mentioned above, I direct the management to bring the workmen Nos. 4, 6, 10, 12, 14, 15, 19 and 20 mentioned in the appendix Ex. 'X' on the list of their permanent workmen from the date of the publication of this award in the official gazette. All the six others excepting Nos. 10 and 15, i.e., Giasi Ram and Chander Singh will be treated as unskilled workmen and will draw wages in accordance with the recommendations of the Wage Board in respect of the unskilled workmen. The workmen mentioned at number 10 and 15 i.e., Giasi Ram and Chander Singh will be treated as semi-skilled and will draw wages according to the schedule prescribed in the Wage Board Recommendations for semi-skilled workmen.

No order as to costs.

K. L. GOSAIN,

Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

Dated 11th November, 1968.

No. 1218, dated Chandigarh, the 11th November, 1968.

The award be submitted to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh, as required by section 15 of the Industrial Disputes Act, 1947.

K. L. GOSAIN,

Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

The 20th November, 1968

No. 10372-ASOIII-Lab-68/28638.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947 (Act No. XIV of 1947), the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Chandigarh, in respect of the dispute between the workmen and the management of M/s Trade Link Traders, Bahadurgarh:—

BEFORE SHRI K. L. GOSAIN, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, CHANDIGARH

Reference No. 50 of 1968.

between

THE WORKMEN AND THE MANAGEMENT OF M S TRADE LINK TRADERS,
BAHADURGARH

Present.—Shri Vishwa Nath Nanda, for the management.

Shri Chander Singh, for the workmen.

AWARD

An Industrial dispute having come into existence between the workmen and the management of M/s Trade Link Traders, Bahadurgarh, over the following matter, the same was referred for adjudication to this Tribunal under clause (d) of sub-section 1 of section 10 of the Industrial Disputes Act, 1947,—*vide* Haryana Government Notification No. ID RK 60-A/24215, dated 19th September, 1968.

“Whether the grades and scales of pay of the various categories of workers of the factory should be fixed? If so; with what details and from which date?”

Usual notices were issued to the parties whose representatives have appeared today and have intimated to me that the dispute has been mutually settled between the parties. They have produced before me the settlement deed which I have marked as Ex. A. I accordingly make my award in terms of the said settlement Ex. A. which shall form a part and parcel of this award and which shall be published as an annexure to the same.

No. order as to costs.

K. L. GOSAIN,

Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

No. 1225, dated the Chandigarh, the 12th November, 1968.

The Award be submitted to the Secretary to Government, Haryana, Labour and Employment Department, Chandigarh, as required by section 15 of the Industrial Disputes Act, 1947.

K. L. GOSAIN,

Presiding Officer,
Industrial Tribunal, Haryana
Chandigarh.

Memorandum of Settlement under section 18 (1) of the Industrial Disputes Act, 1947.

Name of the parties	..	M/s Trade Link Traders, Bahadurgarh and their Workmen
Representing Employer	..	Mr. Vishwa Nath Nanda, Partner.
Representing Workmen	..	(i) Shri Chander Singh, General Secretary. (ii) Shri Rajinder Singh, President, Bahadurgarh Potteries and General Labour Union, Bahadurgarh.

Short Recital of the Case

The demand of the Workmen of Messrs Trade Link Traders, Bahadurgarh regarding fixation of Grade and Scales of pay in reference No. 50 of 1968 is pending before the Industrial Tribunal, Haryana, Chandigarh

or adjudication. The parties as a result of mutual negotiations have come to following settlement :-

Terms of Settlement

1. The demand regarding fixation of Grades and Scales of pay is withdrawn by the Workmen.

2. The management agree to grant *ad hoc* increase in wages at the following scale with effect from 1st January, 1969 to such workers who would have put in one year continuous service on 1st January, 1969 and were not allowed any increase in wages during the last one year prior to 1st January, 1969.

Workers drawing--

- (a) Up to Rs. 100 per month.....Rs. 6
- (b) Workers drawing from Rs. 101 to Rs. 150 per monthRs. 9
- (c) Workers drawing more than Rs. 150 per month.....Rs. 12

3. The parties will make a joint application to the Industrial Tribunal, Haryana on 8th November, 1968 when this case is fixed for hearing, to give award in terms of this settlement.

Signature of the representative of the Employer.

(Sd.) RAJINDER SINGH DAHIYA,

7-11-68

Signature of the representative of the Workmen.

(Sd.) CHANDER SINGH JOON,

7-11-68

Witness :-

- 1. (Sd.) . . . ,

K. L. GOSAIN,

Dated 7th November, 1968.

Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

A COPY is forwarded to :-

- 1. The Secretary to Government, Haryana, Labour Department, Chandigarh.
- 2. The Labour Commissioner, Haryana, Chandigarh.
- 3. The Labour Officer-cum-Conciliation Officer, Sonepat.

No. 10373-ASOIII-Lab-68/28641.—In pursuance of the provisions of section 17 of the Industrial Disputes Act, 1947, the Governor of Haryana is pleased to publish the following award of the Presiding Officer, Industrial Tribunal, Haryana, Chandigarh, in respect of the dispute between the workmen and the management of M/s G. Rajindra Machine Tools Industries, Bahadurgarh :—

BEFORE SHRI K. L. GOSAIN, PRESIDING OFFICER, INDUSTRIAL TRIBUNAL,
HARYANA, CHANDIGARH

Reference No. 57 of 1968

between

**THE WORKMEN AND THE MANAGEMENT OF M/S G. RAJINDRA MACHINE TOOLS
INDUSTRIES, BAHADURGARH**

Present :

Shri Chander Singh, for the workmen.

Nemo. for the management.

AWARD

An industrial dispute having come into existence between the workmen and the management of M/s G. Rajindra Machine Tools Industries, Bahadurgarh, over the following matter, the same was referred for adjudication to this Tribunal under clause (d) of sub-section 1 of Section 10 of the Industrial Disputes Act, 1947, *vide* Haryana Government Notification No. ID/RK/42A-68/26493, dated 18th October, 1968.

‘Whether the grades and scales of pay of the workers should be fixed? If so; with what details and from which date?’

Usual notices were issued to the parties and have been served on them. No one has appeared for the management. Shri Chander Singh representative of the workmen has informed me that the dispute has been mutually settled between the parties and the said settlement has been reduced to writing. He has produced the written settlement which I have marked as Ex. A. and regarding which I have recorded the statement of Shri Chander Singh. I make my award in terms of the said settlement Ex. A. which shall form a part and parcel of the award and which shall be published as an annexure to the same.

No order as to costs.

Dated 11th November, 1968.

K. L. GOSAIN,
Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

No. 1226, dated Chandigarh, the 12th November, 1968

The award be submitted to the Secretary to Government, Haryana, Labour and Employment Departments, Chandigarh as required by Section 15 of the Industrial Disputes Act, 1947.

K. L. GOSAIN,
Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

FORM 'H'

Memorandum of settlement under section 18 (1) of the Industrial Disputes Act, 1947.

Name of the Parties :—M/s G. Rajindra Machine Tools Industrial Area, Bahadurgarh and its workmen.

Representing Employer :—Shri Yash Pal Singh, Partner.

Representing workmen :—1. Shri Rajinder Singh Dahiya, President.

2. Shri Chander Singh Joon, General Secretary, Bahadurgarh Potrich and G. Labour Union, Bahadurgarh (Rohtak).

Short recital of the case :—Notice of demands, dated 16th May, 1968.

TERMS OF SETTLEMENT

The demand regarding fixation of grades and scales of pay is given up by the workers as the management have agreed to grant annual increments as detailed under :—

1. Workers drawing up to Rs. 100 per mensem .. Rs. 12.00 per annum
2. Workers drawing above Rs. 100 per mensem .. Rs. 16.00 per annum and up to Rs. 150
3. Workers drawing above Rs. 150 per mensem .. Rs. 20.00 per annum and up to Rs. 200
4. Workers drawing above Rs. 200 per mensem .. Rs. 24.00 per annum

The annual increments will be given to the workers on the first of January every year and the first increment will fall due on first January, 1969 in the above scale. The increments would be liable to be withheld by the management in case the work, regular progress and conduct of the worker is not found satisfactory, and the worker concerned would be communicated accordingly at the time of the granting C.5 annual increments in this behalf.

Signatures of Representative of the management.

(Sd.)
30-10-68

Signature of Representative of the workmen.

(Sd.) RAJINDER SINGH DAHIYA
30-10-68

(Sd.) CHANDER SINGH JOON
30-10-68

Witnesses :—

1. Om Prakash Joon.
2. Krishan Chander Kaushik.

C.C.

1. Secretary to Government, Haryana, Chandigarh.
2. Labour Commissioner, Haryana, Chandigarh.
3. Labour Officer-cum-Conciliation Officer, Sonipat (Rohtak).

K. L. GOSAIN,
Presiding Officer,
Industrial Tribunal, Haryana,
Chandigarh.

R. I. N. AHOOJA, Secy.